



## LOS ANGELES CITY EMPLOYEE RELATIONS BOARD

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R. Douglas Collins  
Chairperson  
Rosalinda Lugo, Ed.D.  
Vice-Chairperson  
Christine Diaz-Herrera  
Brenda Suttonwills  
Dianne Baquet Smith

Molly Kagel  
Executive Director

### MINUTES OF MEETING

Monday, January 26, 2026

9:30 A.M.

#### BOARD MEMBERS PRESENT:

R. Douglas Collins  
Rosalinda Lugo  
Christine Diaz-Herrera  
Brenda Suttonwills  
Dianne Baquet Smith

Chair Collins called the meeting to order at 9:36 a.m. All members of the Board were present.

**1. Public comments on matters within the Board's jurisdiction. A maximum of ten minutes will be provided for members of the public to address the Board on items of interest that are within the jurisdiction of the Board. Said ten minutes shall be equally divided among speakers, not to exceed five minutes per speaker.**

Esteban Lizardo, Labor Relations Representative for Laborers International Union of North America Local 777 (LiUNA Local 777), and Alex Scopelitis, an employee for the Los Angeles General Services Department and LiUNA Local 777 member, raised the issue of pending arbitration requests submitted to the ERB. Executive Director Kagel confirmed her awareness of some, but not all, of the requests and asked that any remaining requests be sent directly to her at [molly.kagel@lacity.org](mailto:molly.kagel@lacity.org). Chair Collins stated that parties can also mutually agree on an arbitrator from the ERB's master list.

#### **2. Consideration of Minutes of the Board Meeting of December 8, 2025.**

Member Baquet Smith moved to approve the December 8, 2025 Minute; seconded by Member Diaz-Herrera; the motion carried unanimously.

#### **3. Executive Director's Report:**

##### **a) New unfair employee relations practice claims filed.**

Executive Director Kagel informed the Board that five new Unfair Employee Relations Practice charges had been received since the Board's December meeting:

1. UERP 2277, filed by Laborers International Union of North America Local 777 against Los Angeles World Airports alleging failure to meet and confer for effects bargaining concerning the work schedules of bargaining unit members.
2. UERP 2278, filed by individual Armando Carranza against United Firefighters of Los Angeles City, Local 112 alleging a violation of the duty of fair representation owed to him and that the Union interfered with, intimidated, and restrained him in the exercise of his rights under the ERO.
3. UERP 2279, filed by United Firefighters of Los Angeles City, Local 112 against the Los Angeles Fire Department alleging failure to meet and confer when making unilateral changes to the parties' vacation bidding procedures.
4. UERP 2280, filed by United Firefighters of Los Angeles City, Local 112 against the Los Angeles Fire Department alleging a failure and refusal to provide requested information.
5. UERP 2281, filed by individual EJ Sayles against the Personnel Department alleging retaliation in response to her protected activity.

Executive Director Kagel reported that items 1 through 4 have been processed and that item 5 would be processed once the ERB received a completed Proof of Service form. Member Suttonwills asked that the newly-filed UERPs be included in the memo provided to the Board in anticipation of the meeting.

**b) Status of impasses.**

There were no updates on the status of impasses.

**c) Administrative matters, if any.**

Executive Director Kagel thanked everyone for their patience since she had recently assumed her role with the ERB. She reported that the office was working on addressing outstanding arbitration requests and formulating a system to address those requests more efficiently. She again asked that any pending requests be emailed directly to her at [molly.kagel@lacity.org](mailto:molly.kagel@lacity.org) and to copy the ERB's main email address, [erb@lacity.org](mailto:erb@lacity.org). She thanked the ERB Staff and Chair Collins for their assistance.

**4. Consideration of requests to withdraw various matters, if any.**

Executive Director Kagel reported that there were five requests to withdraw matters this month:

1. Service Employees International Union (SEIU) Local 721 sought to withdraw UERP 2271 filed against City of Los Angeles, City Administrative Office alleging failure and refusal to meet and confer, as well as impasse.
2. American Federation of State, County, and Municipal Employees (AFSCME) Local 2626 sought to withdraw UERP 2263 filed against City of Los Angeles Public Library System alleging failure to furnish requested information.

3. The following unions, known as the Coalition of Los Angeles City Unions, sought to withdraw UERPs 2264 - 2269 filed against the City of Los Angeles alleging failure and refusing to provide notice and an opportunity to meet and confer over the decision to implement layoffs and failing and refusing to provide information:
  - a. UERP 2264 filed by AFSCME DC 36, Locals 741, 901, 2006, 2626, 3090, 3672.
  - b. UERP 2265 filed by International Union of Operating Engineers Local 501.
  - c. UERP 2266 filed by Laborers' International Union of North America Local 777.
  - d. UERP 2267 filed by Los Angeles/Orange County Building & Construction Trades Council.
  - e. UERP 2268 filed by SEIU 721.
  - f. UERP 2269 filed by International Brotherhood of Teamsters, Local 986.

Member Suttonwills moved to accept the withdrawals; seconded by Member Baquet Smith; the motion carried unanimously.

**5. Recommending appropriate action on Petitions C1018, filed by United Firefighters of Los Angeles City, Local 112 seeking accretion of the class of Wildland Hand Crew Technicians (class code 2105) to the Firefighters & Fire Captains Unit (MOU 23).**

Executive Director Kagel noted that this matter was on the agenda for the Board to order posting. Attorneys Dana Martinez and Kyla Graves of Bush Gottlieb, ALC appeared on behalf of United Firefighters of Los Angeles City, Local 112, and discussed the processing timeline with the Board and ERB staff.

Member Baquet Smith moved to approve the posting; seconded by Member Diaz-Herrera; the motion carried unanimously.

Before adjourning, Member Diaz-Herrera directed Executive Director Kagel to compile a report on the backlog of arbitration requests submitted to the ERB to discuss at the next Board meeting. Vice Chair Lugo reiterated her request for a report and stated that additional Board meetings could be scheduled to address the backlog, if needed.

Member Baquet Smith moved to adjourn the meeting; seconded by Member Suttonwills; and the motion carried unanimously.

MEETING ADJOURNED AT 10:56 a.m.

  
Molly Kagel, Executive Director  
Employee Relations Board